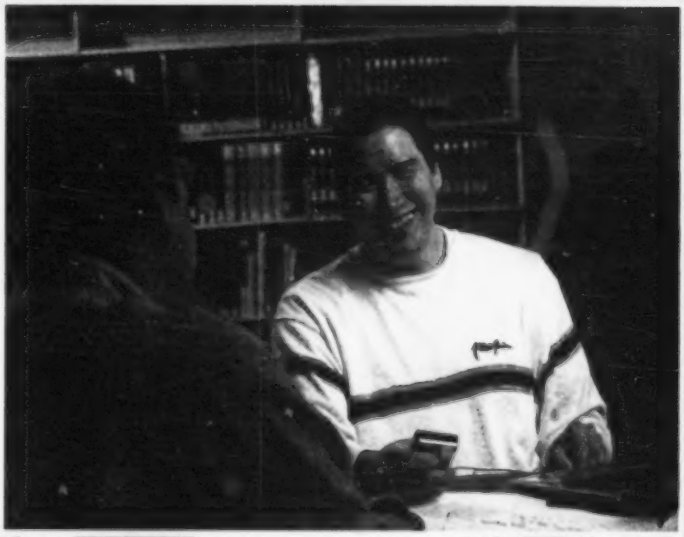
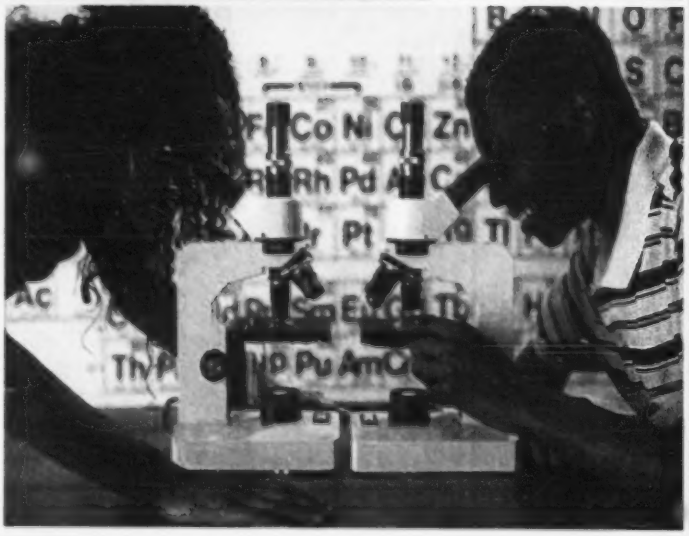




ALBERTA'S SUPPLY OUTLOOK MODEL 2011 – 2021

Visible Minorities, Aboriginals, and People with Disabilities

Government of Alberta
Human Services

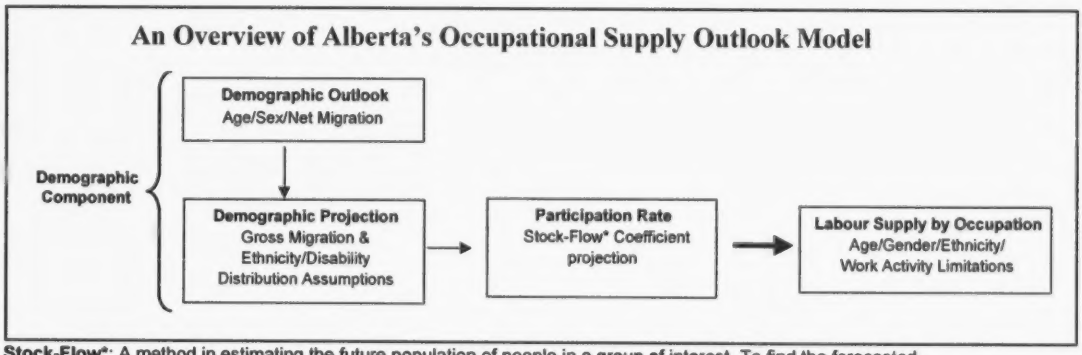
Introduction

Every two years Alberta Human Services produces Alberta's Occupational Demand and Supply Outlook Models.[1] Alberta supply outlook model provides labour supply forecasts by occupation over the coming ten years. This model has 30 linked sub-models and over 100,000 data series.

The demographic component of the model is essential because it provides the basis for projecting other components of the model. (See Figure 1) This component projects Alberta's population between 2011 and 2021 by age and gender, and by also three subgroups; Aboriginal people, visible minorities, and those with activity limitations[2]. These projections and their implications form the main focus of this report.

The report is divided into several sections: Alberta's projected population; each of the three subgroups; details the assumptions underlying the demographic forecasts (Appendix A); and, results of the model projections (Appendix B).

Figure 1



Stock-Flow*: A method in estimating the future population of people in a group of interest. To find the forecasted population, the population from the previous year is adjusted to add those expected to enter that group and subtract those that are expected to leave that group.

[1] See http://employment.alberta.ca/documents/occupational-demand-and-supply-outlook.pdf for more information on Alberta's Occupational Supply Outlook

[2] Includes those who report limitations in their ability to work or go to school, either sometimes or often

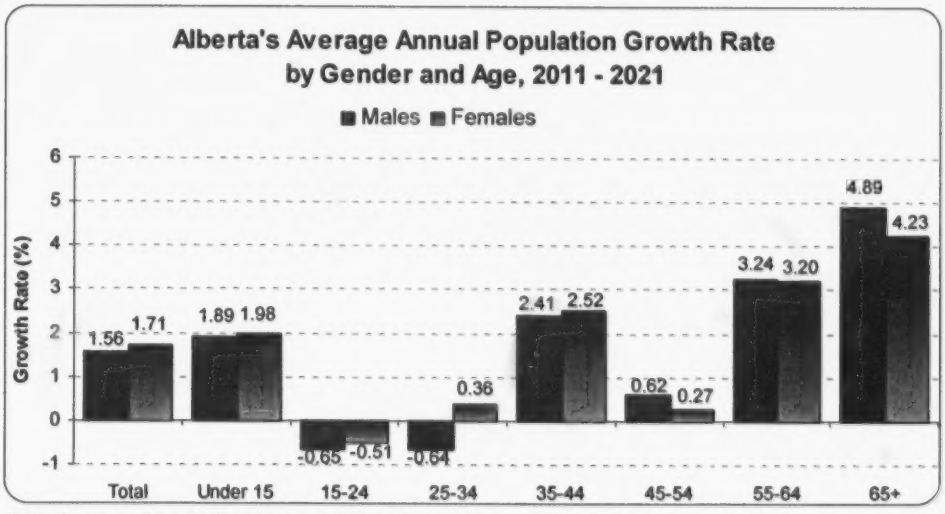
Alberta's Population

Chart 1 shows that those aged 55 to 64 years and those aged 65 years and older are expected to show the largest population growth in the next 10 years. In both age groups, males tend to have higher growth rates than females. This influences future labour supply.

Participation rates tend to drop once people reach their 60s, causing total labour supply to grow relatively slowly compared to the growth of the total population aged 15 and older.[3] As this generation retires in the coming decade, there will be a rise in labour force separations[4] and replacement demand[5] creating a need for other groups of workers. Given the slower growth rates of all younger age groups compared to these older groups, new approaches may be needed to make up for potential labour shortages, for example further integration of visible minorities, aboriginals, and people with disabilities. The Government of Alberta developed the *Building and Educating Tomorrow's Workforce* strategy to address future labour shortages.

Migration is expected to be the main contributor to population growth. This will help increase Alberta's labour force, since migrants tend to be of working age.

Chart 1



Data Source: Alberta Finance and Enterprise

[3] Statistics Canada's Labour Force Survey, 2010
[4] The number of people leaving the labour force, due to retirement or other reasons
[5] The number of people needed to fill the vacancies resulting from labour force separations; however, for occupations experiencing a decrease in employment, not all vacancies will need to be filled

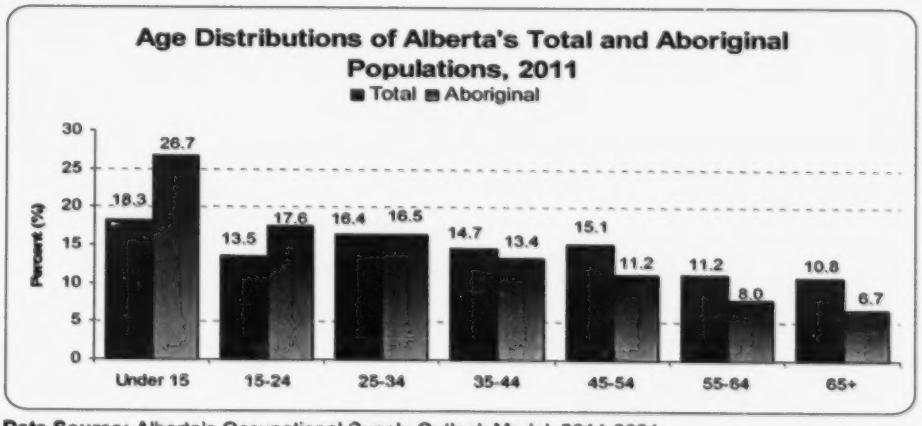
Aboriginal Population

Alberta's Aboriginal people are expected to experience faster growth rates than the general population in all age groups except ages 15 and younger and 55-64 years. (See appendix B) The main source of the Aboriginal population increase is natural increase, that is when birth rate exceeds death rate, rather than interprovincial migration. The age distribution of Aboriginal people is different from that of the general population, as indicated by Chart 2. These differences are expected to continue through 2021, as seen in Appendix B.

Between 2011 and 2021, Aboriginal people are forecasted to continue to show higher birth rates than the general population. For those aged 15 to 24, Aboriginal people show higher annual growth rates than the general population. However, the labour force participation rate for this group tends to be lower than that of similar age group of the Alberta's population, 59.7% compared to 73.3%.[6]

The significant growth in the Aboriginal population means Alberta could rely more on this group to fill future labour market needs by increasing their participation in the labour force. Therefore, in occupations typically supplied by youth, Aboriginal people may be overrepresented compared with other jobs. However, since the population projection includes both on-and off-reserve Aboriginal people, the geographic location of the Aboriginal youth may not be the same as the location of the jobs.

Chart 2



Data Source: Alberta's Occupational Supply Outlook Model, 2011-2021

[6] Statistics Canada's 2006 Census

Visible Minorities

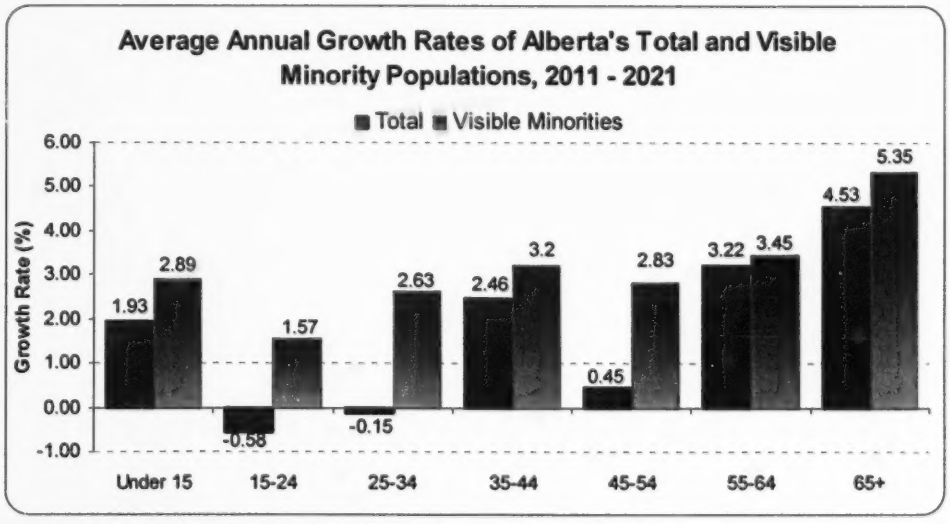
Between 2011 and 2021, it is assumed that visible minorities[7] will have the same birth and death rates as the general population. Therefore, the main difference between visible minorities and the total population relates to migration.

Migrants, some of whom would be identified as visible minorities, will be a vital source of population growth for the province, with net migration expected to increase by 49.1% by 2021. International net migration will continue to have a higher proportion of the total net migration through out the coming decade.

Chart 3 shows that visible minorities are expected to have higher population growth rates than the total population over the forecast period. In 2011, visible minorities made up 16.1% of the total population over the age of 15. By 2021, this proportion is expected to increase slightly to 18.5%.

The longer immigrants remain in Alberta, the more similar their population trends (e.g. birth rates, death rates) will become in comparison to the general population. As a result, the visible minority population is expected to show high growth rates for older age groups. This affects labour supply as a large part of this generation is expected to retire, as discussed previously with regards to the aging of the total population.

Chart 3



Data Source: Alberta's Occupational Supply Outlook Model, 2011-2021

[7] People who are non-Caucasian in race or non-white in colour, excluding Aboriginals (Statistics Canada)

Activity Limitations

As people get older, their likelihood of encountering activity limitations increases.[8] Since Alberta's population is aging, there is expected to be an increasing proportion of people suffering from activity limitations. The proportion of the population aged 15 and older that is anticipated to suffer from activity limitations is expected to increase from 8.0% in 2011 to 8.5% in 2021. Evident in Appendix B, over two thirds of those experiencing activity limitations will be over the age of 45 in the coming decade. As the population ages, the group of people reporting activity limitations will increase.

In addition, Aboriginal people tend to report a higher incidence of activity limitations than the general population[9]. As discussed earlier, Aboriginal people have the fastest rate of population growth, and that places additional upward pressure on the proportion of the population experiencing activity limitations.

This has important implications for the labour market mainly because activity limitations are defined in terms of the person's ability to attend work or school, thus affecting both educational attainment and overall labour supply. This increases the importance of accommodating workers with activity limitations.

[8] http://www.statcan.gc.ca/pub/89-628-x/2007002/4125018-eng.htm
[9] Statistics Canada's 2006 Census

Summary

In the face of growing labour shortages it is important to find ways to prevent, or at least minimize, these shortages. One way to address the labour shortage is to further integrate visible minorities, aboriginals, and people with disabilities into the labour force. Aboriginal people are a key source of labour as their population is growing faster than the general population, particularly those aged 15-24 years. Migrants, some of whom would be identified as visible minorities, are another source because they tend to be of working age when coming to Alberta. In addition, the proportion of the population experiencing activity limitations is expected to increase over the forecast period of 2011 to 2021 as the population ages. Retirements from the labour force will increase due to natural retirements and activity limitations.

Appendix A

Demographic Assumptions

A number of assumptions are used to derive the results of this forecast. Those used to generate the results in Appendix B are described below.

Alberta's Population

- Population levels by age and gender groups are determined by a detailed population projection by single year age cohorts. Total population averages 1.6% growth from 2011 to 2021.

Migration

- The level of out-migration is equal to the historic five-year average from 1999 to 2003.
- The level of in-migration equals the projected net-migration plus the assumed out-migration.
- Age and gender distributions for in-migration and out-migration are determined by the historic age and gender distribution for net migration.
- Future immigrants by education type will experience similar occupational outcomes as existing residents of Alberta.

Aboriginals

- The Alberta aboriginal population's birth and death rates are the same as the Canadian aboriginal population's rates.

Visible Minorities

- The visible minorities' age/gender birth and death rates are equal to the Alberta general population's birth and death rates.
- The visible minorities' less than 15 years old age groups (less than 1, 1-3, 4-9, 10-15 years) are assumed to have the same distributions as the Alberta younger age groups.

Appendix A

Activity Limitations

- To calculate the number of people with activity limitations, a share approach by age and gender was used.[1]

[1] **Share Approach:** A method to estimate the future number of people in a group of interest. The proportion of the group of interest to the general population is applied to the forecasted general population estimates to find the predicted group of interest's population. **Example:**

The proportion at time t		**Is Mutiplied by the Projected Alberta Population for time t+1**		**To find the projected number of people with activities limitations for time t+1**
$\left[\frac{\text{Activity Limitations}}{\text{Alberta Population}}\right]_t$	x	Alberta Population Projection $_{t+1}$	=	Activity Limitation Population $_{t+1}$

Appendix B

Alberta's Population

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Average 2011-2021
Under 15	697,670	713,170	729,445	745,725	762,535	779,425	795,760	810,070	822,715	834,770	844,790	
% of Total	18.3%	18.4%	18.5%	18.6%	18.7%	18.8%	18.9%	18.9%	18.9%	18.9%	18.9%	18.7%
Growth Rate (%)	1.9	2.2	2.3	2.2	2.3	2.2	2.1	1.8	1.6	1.5	1.2	1.9
15 and over	3,110,690	3,159,695	3,209,550	3,261,345	3,314,550	3,366,735	3,418,380	3,471,200	3,525,090	3,578,920	3,633,335	
% of Total	81.7%	81.6%	81.5%	81.4%	81.3%	81.2%	81.1%	81.1%	81.1%	81.1%	81.1%	81.3%
Growth Rate (%)	1.6	1.6	1.6	1.6	1.6	1.6	1.5	1.5	1.6	1.5	1.5	1.6
15 to 24	515,125	505,070	498,425	492,640	487,495	484,105	481,995	482,455	485,100	488,390	493,530	
% of Total	13.5%	13.0%	12.7%	12.3%	12.0%	11.7%	11.4%	11.3%	11.2%	11.1%	11.0%	11.9%
Growth Rate (%)	-2.2	-2.0	-1.3	-1.2	-1.0	-0.7	-0.4	0.1	0.5	0.7	1.1	-0.6
25 to 34	623,705	634,100	640,410	645,705	648,480	646,585	640,720	631,720	621,005	610,265	600,245	
% of Total	16.4%	16.4%	16.3%	16.1%	15.9%	15.6%	15.2%	14.8%	14.3%	13.8%	13.4%	15.3%
Growth Rate (%)	2.1	1.7	1.0	0.8	0.4	-0.3	-0.9	-1.4	-1.7	-1.7	-1.6	-0.2
35 to 44	559,440	570,990	583,445	596,795	611,245	626,430	644,670	664,745	685,360	703,330	718,020	
% of Total	14.7%	14.7%	14.8%	14.9%	15.0%	15.1%	15.3%	15.5%	15.8%	15.9%	16.0%	15.3%
Growth Rate (%)	1.8	2.1	2.2	2.3	2.4	2.5	2.9	3.1	3.1	2.6	2.1	2.5
45 to 54	575,200	575,675	575,765	576,255	577,690	579,925	581,535	582,380	584,345	590,680	602,000	
% of Total	15.1%	14.9%	14.6%	14.4%	14.2%	14.0%	13.8%	13.6%	13.4%	13.4%	13.4%	14.1%
Growth Rate (%)	0.4	0.1	0.0	0.1	0.2	0.4	0.3	0.1	0.3	1.1	1.9	0.5
55 to 64	426,460	443,900	461,905	480,910	499,855	518,365	535,420	550,640	562,330	570,050	572,845	
% of Total	11.2%	11.5%	11.7%	12.0%	12.3%	12.5%	12.7%	12.9%	12.9%	12.9%	12.8%	12.3%
Growth Rate (%)	5.4	4.1	4.1	4.1	3.9	3.7	3.3	2.8	2.1	1.4	0.5	3.2
65 and over	410,760	429,960	449,600	469,040	489,785	511,325	534,040	559,260	586,950	616,205	646,695	
% of Total	10.8%	11.1%	11.4%	11.7%	12.0%	12.3%	12.7%	13.1%	13.5%	14.0%	14.4%	12.5%
Growth Rate (%)	3.4	4.7	4.6	4.3	4.4	4.4	4.4	4.7	5.0	5.0	4.9	4.5
Total	3,808,360	3,872,865	3,938,995	4,007,070	4,077,085	4,146,160	4,214,140	4,281,270	4,347,805	4,413,690	4,478,125	
Growth Rate (%)	1.7	1.7	1.7	1.7	1.7	1.7	1.6	1.6	1.6	1.5	1.5	1.6

Appendix B

Female Population

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Average 2011-2021
Under 15	338,515	346,305	354,145	362,140	370,370	378,805	387,140	394,460	401,020	407,115	412,245	
% of Total	18.1%	18.2%	18.3%	18.4%	18.5%	18.6%	18.7%	18.7%	18.7%	18.7%	18.7%	18.5%
Growth Rate (%)	1.9	2.3	2.3	2.3	2.3	2.3	2.2	1.9	1.7	1.5	1.3	2.0
15 and over	1,527,185	1,552,370	1,578,395	1,605,315	1,633,010	1,660,060	1,686,725	1,714,025	1,741,825	1,769,825	1,798,060	
% of Total	81.9%	81.8%	81.7%	81.6%	81.5%	81.4%	81.3%	81.3%	81.3%	81.3%	81.3%	81.5%
Growth Rate (%)	1.7	1.6	1.7	1.7	1.7	1.7	1.6	1.6	1.6	1.6	1.6	1.7
15 to 24	250,135	246,105	243,740	241,405	239,390	237,845	236,380	236,030	236,885	238,220	240,365	
% of Total	13.4%	13.0%	12.6%	12.3%	11.9%	11.7%	11.4%	11.2%	11.1%	10.9%	10.9%	11.8%
Growth Rate (%)	-1.6	-1.6	-1.0	-1.0	-0.8	-0.6	-0.6	-0.1	0.4	0.6	0.9	-0.5
25 to 34	295,695	301,660	305,975	309,985	312,920	313,660	312,760	310,455	307,150	303,715	300,360	
% of Total	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.1	0.1	0.1	0.1	0.2
Growth Rate (%)	2.3	2.0	1.4	1.3	0.9	0.2	-0.3	-0.7	-1.1	-1.1	-1.1	0.4
35 to 44	266,375	271,565	277,320	283,665	290,605	298,240	307,355	317,175	327,410	336,600	344,385	
% of Total	14.3%	14.3%	14.4%	14.4%	14.5%	14.6%	14.8%	15.0%	15.3%	15.5%	15.6%	14.8%
Growth Rate (%)	1.7	1.9	2.1	2.3	2.4	2.6	3.1	3.2	3.2	2.8	2.3	2.5
45 to 54	280,345	280,495	280,265	280,110	280,250	280,460	280,255	280,040	280,390	282,755	287,820	
% of Total	15.0%	14.8%	14.5%	14.2%	14.0%	13.8%	13.5%	13.3%	13.1%	13.0%	13.0%	13.8%
Growth Rate (%)	0.4	0.1	-0.1	-0.1	0.0	0.1	-0.1	-0.1	0.1	0.8	1.8	0.3
55 to 64	210,165	218,460	227,145	236,375	245,705	254,820	263,510	271,180	276,875	280,835	282,075	
% of Total	11.3%	11.5%	11.8%	12.0%	12.3%	12.5%	12.7%	12.9%	12.9%	12.9%	12.8%	12.3%
Growth Rate (%)	5.3	3.9	4.0	4.1	3.9	3.7	3.4	2.9	2.1	1.4	0.4	3.2
65 and over	224,470	234,085	243,950	253,775	264,140	275,035	286,465	299,145	313,115	327,700	343,055	
% of Total	12.0%	12.3%	12.6%	12.9%	13.2%	13.5%	13.8%	14.2%	14.6%	15.1%	15.5%	13.6%
Growth Rate (%)	3.2	4.3	4.2	4.0	4.1	4.1	4.2	4.4	4.7	4.7	4.7	4.2
Total	1,865,700	1,898,675	1,932,540	1,967,455	2,003,380	2,038,865	2,073,865	2,108,485	2,142,845	2,176,940	2,210,305	
Growth Rate (%)	1.7	1.8	1.8	1.8	1.8	1.8	1.7	1.7	1.6	1.6	1.5	1.7

Appendix B

Male Population

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Average 2011-2021
Under 15	359,155	366,865	375,300	383,585	392,165	400,620	408,620	415,610	421,695	427,655	432,545	
% of Total	18.5%	18.6%	18.7%	18.8%	18.9%	19.0%	19.1%	19.1%	19.1%	19.1%	19.1%	18.9%
Growth Rate (%)	2.0	2.1	2.3	2.2	2.2	2.2	2.0	1.7	1.5	1.4	1.1	1.9
15 and over	1,583,505	1,607,325	1,631,155	1,656,030	1,681,540	1,706,675	1,731,655	1,757,175	1,783,265	1,809,095	1,835,275	
% of Total	81.5%	81.4%	81.3%	81.2%	81.1%	81.0%	80.9%	80.9%	80.9%	80.9%	80.9%	81.1%
Growth Rate (%)	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.4	1.4	1.5
15 to 24	264,990	258,965	254,685	251,235	248,105	246,260	245,615	246,425	248,215	250,170	253,165	
% of Total	13.6%	13.1%	12.7%	12.3%	12.0%	11.7%	11.5%	11.3%	11.3%	11.2%	11.2%	12.0%
Growth Rate (%)	-2.7	-2.3	-1.7	-1.4	-1.2	-0.7	-0.3	0.3	0.7	0.8	1.2	-0.6
25 to 34	328,010	332,440	334,435	335,720	335,560	332,925	327,960	321,265	313,855	306,550	299,885	
% of Total	16.9%	16.8%	16.7%	16.5%	16.2%	15.8%	15.3%	14.8%	14.2%	13.7%	13.2%	15.5%
Growth Rate (%)	1.9	1.4	0.6	0.4	0.0	-0.8	-1.5	-2.0	-2.3	-2.3	-2.2	-0.6
35 to 44	293,065	299,425	306,125	313,130	320,640	328,190	337,315	347,570	357,950	366,730	373,635	
% of Total	15.1%	15.2%	15.3%	15.4%	15.5%	15.6%	15.8%	16.0%	16.2%	16.4%	16.5%	15.7%
Growth Rate (%)	2.0	2.2	2.2	2.3	2.4	2.4	2.8	3.0	3.0	2.5	1.9	2.4
45 to 54	294,855	295,180	295,500	296,145	297,440	299,465	301,280	302,340	303,955	307,925	314,180	
% of Total	15.2%	15.0%	14.7%	14.5%	14.3%	14.2%	14.1%	13.9%	13.8%	13.8%	13.9%	14.3%
Growth Rate (%)	0.4	0.1	0.1	0.2	0.4	0.7	0.6	0.4	0.5	1.3	2.0	0.6
55 to 64	216,295	225,440	234,760	244,535	254,150	263,545	271,910	279,460	285,455	289,215	290,770	
% of Total	11.1%	11.4%	11.7%	12.0%	12.3%	12.5%	12.7%	12.9%	12.9%	12.9%	12.8%	12.3%
Growth Rate (%)	5.6	4.2	4.1	4.2	3.9	3.7	3.2	2.8	2.1	1.3	0.5	3.2
65 and over	186,290	195,875	205,650	215,265	225,645	236,290	247,575	260,115	273,835	288,505	303,640	
% of Total	9.6%	9.9%	10.2%	10.6%	10.9%	11.2%	11.6%	12.0%	12.4%	12.9%	13.4%	11.3%
Growth Rate (%)	3.7	5.1	5.0	4.7	4.8	4.7	4.8	5.1	5.3	5.4	5.2	4.9
Total	1,942,660	1,974,190	2,006,455	2,039,615	2,073,705	2,107,295	2,140,275	2,172,785	2,204,960	2,236,750	2,267,820	
Growth Rate (%)	1.6	1.6	1.6	1.7	1.7	1.6	1.6	1.5	1.5	1.4	1.4	1.6

Appendix B

Aboriginal Population

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Average 2011-2021
Under 15	68,282	69,733	71,195	72,654	74,102	75,531	76,938	78,321	79,678	81,011	82,322	
% of Total	26.7%	26.6%	26.4%	26.3%	26.2%	26.1%	26.0%	25.9%	25.8%	25.6%	25.5%	26.1%
Growth Rate (%)	2.1	2.1	2.1	2.0	2.0	1.9	1.9	1.8	1.7	1.7	1.6	1.9
15 and over	187,455	192,726	197,986	203,243	208,503	213,768	219,045	224,336	229,640	234,960	240,295	
% of Total	73.3%	73.4%	73.6%	73.7%	73.8%	73.9%	74.0%	74.1%	74.2%	74.4%	74.5%	73.9%
Growth Rate (%)	2.9	2.8	2.7	2.7	2.6	2.5	2.5	2.4	2.4	2.3	2.3	2.5
15 to 24	45,039	45,453	45,879	46,329	46,813	47,335	47,898	48,503	49,147	49,828	50,541	
% of Total	17.6%	17.3%	17.0%	16.8%	16.6%	16.4%	16.2%	16.0%	15.9%	15.8%	15.7%	16.5%
Growth Rate (%)	0.9	0.9	0.9	1.0	1.0	1.1	1.2	1.3	1.3	1.4	1.4	1.1
25 to 34	42,092	43,270	44,359	45,360	46,279	47,124	47,904	48,630	49,312	49,961	50,587	
% of Total	16.5%	16.5%	16.5%	16.4%	16.4%	16.3%	16.2%	16.1%	15.9%	15.8%	15.7%	16.2%
Growth Rate (%)	3.1	2.8	2.5	2.3	2.0	1.8	1.7	1.5	1.4	1.3	1.3	2.0
35 to 44	34,180	35,193	36,248	37,332	38,432	39,536	40,634	41,714	42,770	43,795	44,785	
% of Total	13.4%	13.4%	13.5%	13.5%	13.6%	13.7%	13.7%	13.8%	13.8%	13.9%	13.9%	13.6%
Growth Rate (%)	2.9	3.0	3.0	3.0	2.9	2.9	2.8	2.7	2.5	2.4	2.3	2.8
45 to 54	28,532	29,134	29,755	30,402	31,081	31,794	32,542	33,325	34,140	34,985	35,855	
% of Total	11.2%	11.1%	11.1%	11.0%	11.0%	11.0%	11.0%	11.0%	11.0%	11.1%	11.1%	11.0%
Growth Rate (%)	2.1	2.1	2.1	2.2	2.2	2.3	2.4	2.4	2.4	2.5	2.5	2.3
55 to 64	20,456	21,257	22,023	22,758	23,466	24,152	24,820	25,478	26,129	26,778	27,432	
% of Total	8.0%	8.1%	8.2%	8.2%	8.3%	8.3%	8.4%	8.4%	8.4%	8.5%	8.5%	8.3%
Growth Rate (%)	4.3	3.9	3.6	3.3	3.1	2.9	2.8	2.6	2.6	2.5	2.4	3.1
65 and over	17,155	18,419	19,723	21,062	22,431	23,827	25,247	26,686	28,142	29,613	31,097	
% of Total	6.7%	7.0%	7.3%	7.6%	7.9%	8.2%	8.5%	8.8%	9.1%	9.4%	9.6%	8.2%
Growth Rate (%)	7.7	7.4	7.1	6.8	6.5	6.2	6.0	5.7	5.5	5.2	5.0	6.3
Total	255,736	262,459	269,180	275,896	282,605	289,300	295,984	302,657	309,319	315,971	322,617	
Growth Rate (%)	2.7	2.6	2.6	2.5	2.4	2.4	2.3	2.3	2.2	2.2	2.1	2.4

Appendix B

Visible Minorities

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Average 2011-2021
Under 15	118,765	122,364	126,089	129,962	133,934	137,954	142,003	146,022	150,059	154,077	158,078	
% of Total	19.1%	19.1%	19.0%	19.0%	19.0%	19.0%	19.0%	19.0%	19.0%	19.0%	19.0%	19.0%
Growth Rate (%)	2.8	3.0	3.0	3.1	3.1	3.0	2.9	2.8	2.8	2.7	2.6	2.9
15 and over	501,730	519,308	536,674	553,947	571,057	587,970	604,804	621,503	638,416	655,515	672,900	
% of Total	80.9%	80.9%	81.0%	81.0%	81.0%	81.0%	81.0%	81.0%	81.0%	81.0%	81.0%	81.0%
Growth Rate (%)	3.5	3.5	3.3	3.2	3.1	3.0	2.9	2.8	2.7	2.7	2.7	3.0
15 to 24	94,646	96,462	98,123	99,670	101,125	102,518	103,904	105,307	106,820	108,453	110,230	
% of Total	15.3%	15.0%	14.8%	14.6%	14.3%	14.1%	13.9%	13.7%	13.5%	13.4%	13.3%	14.2%
Growth Rate (%)	1.9	1.9	1.7	1.6	1.5	1.4	1.4	1.3	1.4	1.5	1.6	1.6
25 to 34	107,556	111,577	115,344	118,866	122,201	125,245	128,067	130,650	133,136	135,524	137,864	
% of Total	17.3%	17.4%	17.4%	17.4%	17.3%	17.3%	17.1%	17.0%	16.9%	16.7%	16.6%	17.1%
Growth Rate (%)	3.8	3.7	3.4	3.1	2.8	2.5	2.3	2.0	1.9	1.8	1.7	2.6
35 to 44	98,398	101,940	105,553	109,243	112,958	116,657	120,336	123,944	127,527	131,061	134,557	
% of Total	15.9%	15.9%	15.9%	16.0%	16.0%	16.1%	16.1%	16.1%	16.2%	16.2%	16.2%	16.1%
Growth Rate (%)	3.4	3.6	3.5	3.5	3.4	3.3	3.2	3.0	2.9	2.8	2.7	3.2
45 to 54	82,883	85,156	87,496	89,931	92,461	95,085	97,811	100,627	103,552	106,573	109,689	
% of Total	13.4%	13.3%	13.2%	13.1%	13.1%	13.1%	13.1%	13.1%	13.1%	13.2%	13.2%	13.2%
Growth Rate (%)	2.7	2.7	2.7	2.8	2.8	2.8	2.9	2.9	2.9	2.9	2.9	2.8
55 to 64	61,762	64,350	66,867	69,328	71,738	74,107	76,451	78,781	81,126	83,497	85,908	
% of Total	10.0%	10.0%	10.1%	10.1%	10.2%	10.2%	10.2%	10.3%	10.3%	10.3%	10.3%	10.2%
Growth Rate (%)	4.4	4.2	3.9	3.7	3.5	3.3	3.2	3.0	3.0	2.9	2.9	3.5
65 and over	56,484	59,823	63,291	66,879	70,573	74,359	78,234	82,194	86,254	90,407	94,652	
% of Total	9.1%	9.3%	9.5%	9.8%	10.0%	10.2%	10.5%	10.7%	10.9%	11.2%	11.4%	10.2%
Growth Rate (%)	5.9	5.9	5.8	5.7	5.5	5.4	5.2	5.1	4.9	4.8	4.7	5.4
Total	620,495	641,671	662,763	683,909	704,991	725,925	746,806	767,525	788,474	809,592	830,978	
Growth Rate (%)	3.3	3.4	3.3	3.2	3.1	3.0	2.9	2.8	2.7	2.7	2.6	3.0

Appendix B

Activity Limitations

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Average 2011-2021
15 and over	249,042	254,597	260,262	266,110	272,186	278,288	284,384	290,595	296,838	303,031	309,116	
Growth Rate (%)	2.3	2.2	2.2	2.2	2.3	2.2	2.2	2.2	2.1	2.1	2.0	2.2
15 to 24	22,304	21,870	21,583	21,333	21,111	20,964	20,871	20,890	21,002	21,142	21,362	
% of 15 and over	9.0%	8.6%	8.3%	8.0%	7.8%	7.5%	7.3%	7.2%	7.1%	7.0%	6.9%	7.7%
Growth Rate (%)	-2.1	-1.9	-1.3	-1.2	-1.0	-0.7	-0.4	0.1	0.5	0.7	1.0	-0.6
25 to 34	30,173	30,691	31,018	31,296	31,455	31,393	31,146	30,751	30,273	29,793	29,344	
% of 15 and over	12.1%	12.1%	11.9%	11.8%	11.6%	11.3%	11.0%	10.6%	10.2%	9.8%	9.5%	11.1%
Growth Rate (%)	2.1	1.7	1.1	0.9	0.5	-0.2	-0.8	-1.3	-1.6	-1.6	-1.5	-0.1
35 to 44	38,072	38,852	39,694	40,599	41,579	42,612	43,852	45,216	46,616	47,839	48,840	
% of 15 and over	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.4%	15.6%	15.7%	15.8%	15.8%	15.4%
Growth Rate (%)	1.8	2.0	2.2	2.3	2.4	2.5	2.9	3.1	3.1	2.6	2.1	2.5
45 to 54	53,010	53,082	53,119	53,192	53,349	53,576	53,748	53,857	54,069	54,672	55,725	
% of 15 and over	21.3%	20.8%	20.4%	20.0%	19.6%	19.3%	18.9%	18.5%	18.2%	18.0%	18.0%	19.4%
Growth Rate (%)	0.4	0.1	0.1	0.1	0.3	0.4	0.3	0.2	0.4	1.1	1.9	0.5
55 to 64	52,653	54,801	57,018	59,357	61,689	63,967	66,067	67,942	69,380	70,333	70,679	
% of 15 and over	21.1%	21.5%	21.9%	22.3%	22.7%	23.0%	23.2%	23.4%	23.4%	23.2%	22.9%	22.6%
Growth Rate (%)	5.4	4.1	4.0	4.1	3.9	3.7	3.3	2.8	2.1	1.4	0.5	3.2
65 and over	52,830	55,301	57,829	60,333	63,003	65,776	68,698	71,940	75,497	79,252	83,166	
% of 15 and over	21.2%	21.7%	22.2%	22.7%	23.1%	23.6%	24.2%	24.8%	25.4%	26.2%	26.9%	23.8%
Growth Rate (%)	3.5	4.7	4.6	4.3	4.4	4.4	4.4	4.7	4.9	5.0	4.9	4.5